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AGREEMENT

BETWEEN THE TOWNSHIP OF BERKELEY

AND

BERKELEY TOWNSHIP P.B.A. #237

1989 THROUGH 06/30/91

x 1/1/89 - 6/30/91

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THIS AGREEMENT MADE THIS FIRST DAY OF JANUARY, 1989  
THROUGH JUNE 30, 1991.

BY AND BETWEEN:      THE TOWNSHIP OF BERKELEY, A MUNICIPALITY  
                         IN THE COUNTY OF OCEAN, STATE OF NEW  
                         JERSEY, HEREINAFTER CALLED THE "EMPLOYER".

AND                      BERKELEY TOWNSHIP POLICE BENEVOLENT  
                         ASSOCIATION #237, HEREINAFTER CALLED  
                         THE "ASSOCIATION".

WITNESSETH:

WHEREAS, IT IS THE INTENT AND PURPOSE OF THE PARTIES HERETO TO  
PROMOTE AND IMPROVE THE HARMONIOUS AND ECONOMIC RELATIONS BETWEEN  
THE EMPLOYER AND ITS EMPLOYEES. TO ESTABLISH A BASIC UNDERSTANDING  
RELATIVE TO RATES OF PAY, HOURS OF WORK AND OTHER CONDITIONS OF  
EMPLOYMENT CONSISTENT WITH THE LAW AND ESTABLISHED PRACTICES NOT  
MODIFIED BY THIS AGREEMENT.

NOW, THEREFORE, IN CONSIDERATION OF THESE PROMISES AND MUTUAL  
COVENANTS HEREIN CONTAINED, THE PARTIES HERETO DO AGREE TO EACH  
OTHER WITH RESPECT TO THE EMPLOYEES OF THE EMPLOYER RECOGNIZED AS  
BEING REPRESENTED BY THE ASSOCIATION, AS FOLLOWS:

## ARTICLE I

### RECOGNITION AND SCOPE OF AGREEMENT

SECTION I: THE EMPLOYER HEREBY RECOGNIZES THE ASSOCIATION AS THE SOLE AND EXCLUSIVE REPRESENTATIVE OF ALL THE EMPLOYEES OF THE BARGAINING UNIT AS DEFINED IN ARTICLE I, SECTION II HEREIN FOR THE PURPOSE OF COLLECTIVE BARGAINING AND ALL ACTIVITIES AND PROCESSES RELEVANT THERETO.

SECTION II: THE BARGAINING UNIT SHALL CONSIST OF ALL THE REGULAR FULL-TIME POLICE OFFICERS AND MATRONS INCLUDING SERGEANTS OF THE POLICE DEPARTMENT OF THE TOWNSHIP OF BERKELEY NOW EMPLOYED OR HEREINAFTER EMPLOYED EXCEPT SUPERIOR OFFICERS OF LIEUTENANT AND HIGHER. FULL-TIME POLICE OFFICERS AND MATRONS SHALL NOT INCLUDE POLICE OFFICERS WHO ARE WITHIN THE PROBATIONARY PERIOD.

SECTION III: THIS AGREEMENT SHALL GOVERN ALL WAGES, HOURS, AND OTHER CONDITIONS OF EMPLOYMENT HEREIN SET FORTH.

SECTION IV: THIS AGREEMENT SHALL BE BINDING UPON THE PARTIES HERETO.

## ARTICLE II

### COLLECTIVE BARGAINING PROCEDURE

SECTION I: CONSISTENT WITH CHAPTER 123, PUBLIC LAW N.J. 1975 BARGAINING WITH RESPECT TO RATES OF PAY, HOURS OF WORK OR OTHER CONDITIONS OF EMPLOYMENT SHALL BE CONDUCTED BY THE DULY-AUTHORIZED BARGAINING AGENT OF EACH OF THE PARTIES. UNLESS OTHERWISE DESIGNATED, THE MAYOR OF THE EMPLOYER OR HIS DESIGNEES AND THE PRESIDENT OF THE ASSOCIATION OR HIS DESIGNEES SHALL BE RESPECTIVE BARGAINING AGENT FOR THE PARTIES.

SECTION II: COLLECTIVE BARGAINING MEETINGS SHALL BE HELD AT TIMES AND PLACES MUTUALLY CONVENIENT AT THE REQUEST OF EITHER PARTY.

SECTION III: EXCEPT AS THIS AGREEMENT SHALL HEREINAFTER OTHERWISE PROVIDE, ALL TERMS AND CONDITIONS OF EMPLOYMENT APPLICABLE ON THE EFFECTIVE DATE OF THIS AGREEMENT TO MEMBERS COVERED BY THIS AGREEMENT, AS ESTABLISHED BY RULES, REGULATIONS AND/OR POLICIES OF THE TOWNSHIP IN FORCE ON SAID DATE, SHALL CONTINUE TO BE SO-APPLICABLE DURING THE TERMS OF THIS AGREEMENT.

NOTHING CONTAINED HEREIN SHALL BE INTERPRETED AND/OR APPLIED SO AS TO ELIMINATE, REDUCE OR OTHERWISE DETRACT FROM ANY MEMBER BENEFIT EXISTING PRIOR TO ITS EFFECTIVE DATE.

### ARTICLE III

#### CONDUCTING ASSOCIATION BUSINESS ON EMPLOYER'S TIME

SECTION I: THE EMPLOYER SHALL PERMIT MEMBERS OF THE ASSOCIATION GRIEVANCE COMMITTEE TO CONDUCT THE BUSINESS OF THE COMMITTEE, WHICH CONSISTS OF CONFERRING WITH THE EMPLOYEES AND MANAGEMENT ON SPECIFIC GRIEVANCES IN ACCORDANCE WITH GRIEVANCE PROCEDURE SET FORTH HEREIN. THE GRIEVANCE COMMITTEE WILL BE GRANTED REASONABLE TIME TO A LIMIT OF ONE HOUR DURING DUTY HOURS WITHOUT LOSS OF PAY AND WITH PRIOR APPROVAL OF HIS DEPARTMENT HEAD OR DESIGNEE, AND PROVIDING THE CONDUCT OF SAID BUSINESS SHALL NOT DIMINISH THE EFFECTIVENESS OF THE POLICE DEPARTMENT, REQUIRE THE RECALL OF OFF-DUTY POLICEMEN TO BRING THE DEPARTMENT TO ITS PROPER EFFECTIVENESS. SAID TIME OFF MAY ONLY BE GRANTED AFTER THE GRIEVANCE HAS BEEN FORMALLY PRESENTED IN WRITING. THE ASSOCIATION GRIEVANCE SHALL NOT EXCEED TWO (2) MEMBERS, TO BE DESIGNATED BY THE ASSOCIATION AND TO BE MADE KNOWN TO THE CHIEF OF POLICE IN WRITING.

SECTION II: THE EMPLOYER SHALL PERMIT MEMBERS OF THE ASSOCIATION NEGOTIATING COMMITTEE TO ATTEND COLLECTIVE BARGAINING MEETINGS DURING THE DUTY HOURS OF THE MEMBER. HOWEVER, WHEN PRACTICABLE, THE NEGOTIATION SESSION WILL BE SET DURING OFF-DUTY HOURS.

SECTION III: THE EMPLOYER AGREES TO GRANT THE NECESSARY TIME OFF WITHOUT LOSS OF PAY TO MEMBERS OF THE ASSOCIATION WHO ARE RECOGNIZED AND SELECTED AS DELEGATES TO ATTEND THE ANNUAL STATE OR NATIONAL CONVENTIONS OF THE NEW JERSEY POLICEMEN'S BENEVOLENT ASSOCIATION, AS PROVIDED UNDER N.J.S.A. 11:26C-4.

SECTION IV: THE TOWNSHIP SHALL GRANT THE P.B.A. REASONABLE USE OF THE EMPLOYER'S FACILITIES AND EQUIPMENT FOR THE PURPOSE OF CONDUCTING P.B.A. BUSINESS AS LONG AS SAID FACILITIES AND EQUIPMENT SHALL NOT INCUR ANY ADDED EXPENSE TO THE TOWNSHIP AND THE P.B.A. SHALL BE RESPONSIBLE FOR CLEANING OF SAID FACILITY AFTER ITS USE.

SECTION V: ONE STATE DELEGATE SHALL BE GRANTED TIME OFF WITHOUT LOSS OF REGULAR PAY TO ATTEND STATE AND COUNTY MEETINGS WHEN SUCH MEETINGS ARE SCHEDULED WHEN THE DELEGATE IS SCHEDULED TO WORK. THE CHIEF OF POLICE SHALL BE PROVIDED WITH ADEQUATE NOTICE OF SUCH MEETING SO AS TO PROVIDE COVERAGE ON THE DELEGATE'S SHIFT. NOTICE SHALL NOT BE LESS THAN FIVE (5) CALENDAR DAYS AND THE MAXIMUM NUMBER OF MEMBERS AFFECTED SHALL BE THREE (3).

SECTION VI: THE PRESIDENT OF THE P.B.A. SHALL BE GRANTED ONE (1) HOUR PER MONTH, WITHOUT LOSS OF PAY, TO CONDUCT LOCAL MEETINGS WHEN SUCH MEETINGS ARE SCHEDULED.

SECTION VII: THE P.B.A. PRESIDENT SHALL BE GRANTED PRIVILEGES OF THE GRIEVANCE COMMITTEE TO INVESTIGATE GRIEVANCES.

SECTION VIII: THE P.B.A. PRESIDENT SHALL BE GRANTED THE PRIVILEGE OF ATTENDING ALL ARBITRATION HEARINGS, GRIEVANCES, AND UNFAIR PRACTICE HEARINGS. BOTH SECTIONS VII AND VIII TO BE GRANTED WITHOUT LOSS OF PAY.

SECTION IX: THE PRESIDENT OR HIS DESIGNEE OF THE P.B.A. SHALL BE EXCUSED FROM HIS WORK ASSIGNMENT TO ATTEND TO P.B.A. BUSINESS AND ATTEND FUNCTIONS AS REPRESENTATIVES OF THE ASSOCIATION.

IT IS FURTHER UNDERSTOOD THAT SAID OFFICER MUST NOTIFY THE CHIEF OF POLICE OR HIS DESIGNEE AND IT IS FURTHER UNDERSTOOD THAT SUCH TIME IS LIMITED TO AN AGGREGATE OF TWENTY (20) HOURS PER MONTH, NONCUMULATIVE.

THIS LEAVE SHALL NOT BE DENIED FOR ANY REASON, TO ANY OFFICER.

IT IS ALSO UNDERSTOOD THAT THE PRIVILEGES GRANTED BY THIS SECTION ARE EXCLUSIVE OF OTHER SOURCES OF THIS ARTICLE.

#### ARTICLE IV

##### DISCRIMINATION AND COERCION

SECTION I: THERE SHALL BE NO DISCRIMINATION, INTERFERENCE OR COERCION BY THE EMPLOYER OR ANY OF ITS AGENTS AGAINST THE EMPLOYEES REPRESENTED BY THE ASSOCIATION BECAUSE OF MEMBERSHIP OR ACTIVITY IN THE ASSOCIATION. THE ASSOCIATION SHALL NOT INTIMIDATE OR COERCE EMPLOYEES INTO MEMBERSHIP. NEITHER THE EMPLOYER NOR THE ASSOCIATION SHALL DISCRIMINATE AGAINST ANY EMPLOYEE BECAUSE OF RACE, CREED, COLOR, NATIONAL ORIGIN OR POLITICAL AFFILIATION.

SECTION II: THE TOWNSHIP AND THE P.B.A. AGREE THAT AN AGENCY SHOP PROVISION AS PASSED INTO LAW, CH.477, PL 1979 N.J.S.A. WHICH GRANTS THE P.B.A. THE RIGHT TO A REPRESENTATION FEE OF 85% OF THE UNION'S DUES FOR NON-MEMBERS. IN COMPLIANCE WITH CH.477, PL 1979, THE BERKELEY TOWNSHIP P.B.A. SHALL COMPLY WITH ALL ASPECTS OF THE LAW IN REGARDS TO A DEMAND AND RETURN SYSTEM, AS WELL AS TO RENDER THE TOWNSHIP OF BERKELEY SAVE HARMLESS ON ALL MATTERS ARISING UNDER ITS COMPLIANCE WITH CH.477, PL 1979.

## ARTICLE V

### SICK LEAVE

SECTION I: SICK LEAVE MAY BE UTILIZED BY FULL-TIME EMPLOYEES WHEN THEY ARE UNABLE TO PERFORM THEIR WORK BY REASON OF PERSONAL ILLNESS, ACCIDENT OR EXPOSURE TO CONTAGIOUS DISEASE.

SECTION II: ALL PERMANENT FULL-TIME EMPLOYEES COVERED BY THIS AGREEMENT SHALL BE GRANTED SICK LEAVE WITH PAY. DURING AN EMPLOYEE'S FIRST YEAR OF EMPLOYMENT, HE WILL BE GRANTED ONE DAY FOR EACH MONTH OF COMPLETE SERVICE OF FULL-TIME EMPLOYMENT. FROM THE BEGINNING OF EMPLOYEE'S SECOND YEAR OF EMPLOYMENT, HE WILL BE GRANTED FIFTEEN (15) DAYS OF EACH YEAR THEREAFTER.

SECTION III: (a) IF AN EMPLOYEE IS ABSENT FOR REASONS THAT ENTITLE HIM TO SICK LEAVE, HE SHALL NOTIFY HIS SUPERVISOR NO LATER THAN ONE HOUR PRIOR TO HIS USUAL REPORTING TIME.

(b) FAILURE TO NOTIFY HIS SUPERVISOR MAY BE CAUSE FOR DENIAL OF THE USE OF SICK LEAVE FOR THAT ABSENCE AND CONSTITUTE CAUSE FOR DISCIPLINARY ACTION.

(c) ABSENCE WITHOUT NOTICE FOR FIVE CONSECUTIVE DAYS SHALL CONSTITUTE A RESIGNATION.

SECTION IV: (a) AN EMPLOYEE WHO SHALL BE ABSENT ON SICK LEAVE FOR FIVE (5) OR MORE CONSECUTIVE WORKING DAYS SHALL BE REQUIRED TO SUBMIT ACCEPTABLE MEDICAL EVIDENCE SUBSTANTIATING THE ILLNESS:

1. AN EMPLOYEE WHO HAS BEEN ABSENT ON SICK LEAVE FOR PERIODS TOTALING FIFTEEN (15) DAYS IN ONE CALENDAR YEAR CONSISTING OF PERIODS OF LESS THAN FIVE (5) DAYS, SHALL SUBMIT ACCEPTABLE MEDICAL EVIDENCE FOR ANY ADDITIONAL SICK LEAVE IN THAT YEAR UNLESS SUCH ILLNESS IS OF A CHRONIC OR RECURRING NATURE REQUIRING RECURRING ABSENCES OF ONE (1) DAY OR LESS IN WHICH CASE ONLY ONE CERTIFICATE SHALL BE NECESSARY FOR A PERIOD OF SIX (6) MONTHS.

2. THE EMPLOYEE'S DEPARTMENT HEAD MAY REQUIRE PROOF OF ILLNESS OF AN EMPLOYEE ON LEAVE, WHENEVER SUCH REQUIREMENT APPEARS REASONABLE.

(a) IN CASE OF LEAVE OF ABSENCE DUE TO EXPOSURE OF CONTAGIOUS DISEASE, A CERTIFICATE FROM THE DEPARTMENT OF HEALTH SHALL BE REQUIRED.

(b) THE DEPARTMENT HEAD MAY REQUIRE AN EMPLOYEE WHO HAS BEEN ABSENT BECAUSE OF PERSONAL ILLNESS, AS A CONDITION OF HIS RETURN TO DUTY TO BE EXAMINED, AT THE EXPENSE OF THE BERKELEY TOWNSHIP ADMINISTRATION, BY A PHYSICIAN DESIGNATED BY THE MAYOR. SUCH EXAMINATION SHALL ESTABLISH WHETHER THE EMPLOYEE IS CAPABLE OF PERFORMING HIS NORMAL DUTIES AND THAT HIS RETURN WILL NOT JEOPARDIZE THE HEALTH OF OTHER EMPLOYEES.

(c) ANY CHANGE IN CIVIL SERVICE LAW WILL AUTOMATICALLY BE BINDING UPON THE AGREEMENT.

## ARTICLE VI

### HOURS OF WORK

- 1) IN ACCORDANCE WITH THE UNDERSTANDING BETWEEN THE P.B.A. AND THE CHIEF OF POLICE, THE WORK DAY FOR MEMBERS OF THE PATROL DIVISION SHALL BE EIGHT AND ONE HALF HOURS (8.5).
- 2) MEMBERS OF THE PATROL DIVISION SHALL BE ASSIGNED TO NO MORE THAN FOUR (4) CONSECUTIVE WORKING DAYS FOLLOWED BY TWO (2) CONSECUTIVE DAYS OFF IN EVERY SIX (6) CALENDAR DAYS.
- 3) THE WORK WEEK FOR MEMBERS OF THE PATROL DIVISION SHALL BE NO MORE THAN THIRTY FOUR (34) HOURS IN EVERY SIX (6) CALENDAR DAYS.
- 4) MEMBERS OF THE DETECTIVE BUREAU SHALL HAVE AN EIGHT (8) HOUR WORK DAY AND SHALL BE REQUIRED TO WORK A FORTY (40) HOUR WEEK.
- 5) MEMBERS OF THE BUREAU SHALL WORK FIVE CONSECUTIVE WORK DAYS FOLLOWED BY TWO (2) CONSECUTIVE DAYS OFF.
- 6) ALL OVERTIME SHALL BE PAID WHEN ANY OF THE ABOVE ITEMS ARE EXCEEDED.

## ARTICLE VII

### SHIFTS

ALL MEMBERS OF THE ASSOCIATION SHALL BE ASSIGNED TO A SPECIFIC WORK SECTION HEREIN DESIGNATED AS A. B. C..

ALL SECTIONS WILL HAVE ASSIGNED WORK SHIFTS AS SET FORTH HEREIN.

- A. 0730 HOURS TO 1600 HOURS
- B. 1530 HOURS TO 2400 HOURS
- C. 2330 HOURS TO 0800 HOURS

ALL SHIFTS ARE TO ROTATE EVERY TWELVE (12) CALENDAR DAYS. ASSIGNMENT TO A SPECIFIC WORK GROUP WILL REMAIN AS PRESENTLY ASSIGNED.

SECTION II: THE TOWNSHIP RECOGNIZES THAT CERTAIN INDIVIDUALS MAY HAVE A SPECIFIC REQUEST AS TO HOURS OF WORK. ALL REQUESTS FROM EMPLOYEES INVOLVING THE CHANGING OF ONE'S WORKING HOURS WILL BE CONSIDERED BY THE CHIEF OF POLICE. SUCH REQUESTS MAY BE HONORED AS LONG AS, IN THE JUDGMENT OF THE CHIEF OF POLICE, A BALANCE OF EXPERIENCE IS MAINTAINED WITHIN EACH GROUP AND THE EFFECTIVENESS AND NEEDS OF THE DEPARTMENT ARE NOT IMPAIRED.

ALL DECISIONS RENDERED BY THE CHIEF OF POLICE UNDER THIS ARTICLE SHALL NOT BE SUBJECT TO THE GRIEVANCE PROCEDURE AS CONTAINED HEREIN.



## ARTICLE VIII

### OVERTIME

SECTION I: THE EMPLOYER AGREES THAT COMPENSATION FOR OVERTIME CONSISTING OF TIME AND ONE-HALF SHALL BE PAID TO ALL EMPLOYEES COVERED BY THIS AGREEMENT, AND AS OUTLINED IN ARTICLE VI.

SECTION II: NO EMPLOYEE SHALL WORK IN EXCESS OF FORTY (40) HOURS IN A WORK WEEK UNLESS SAID OVERTIME IS AUTHORIZED BY HIS DEPARTMENT HEAD OR DESIGNEE.

SECTION III: WHERE POSSIBLE, A TWO (2) HOUR NOTIFICATION PERIOD SHOULD BE GIVEN TO A MEMBER OF THE ASSOCIATION PRIOR TO WORKING AN OVERTIME SHIFT.

SECTION IV. IN THE EVENT THAT AN EMPLOYEE IS CALLED TO DUTY ON WHAT IS NORMALLY HIS OFF-DUTY HOURS, HE SHALL BE PAID OVERTIME AT THE RATE OF TIME AND ONE HALF FOR A MINIMUM OF FOUR (4) HOURS, ARRAIGNMENT TIME INCLUDED.

IN THE EVENT ANY MEMBER IS REQUIRED TO REMAIN BEYOND OR DURING HIS CALL OUT, HE SHALL BE PAID AT TWO TIMES HIS HOURLY RATE OF PAY.

SECTION V: AVAILABILITY OF OVERTIME WORK SHALL BE POSTED ON A ROTATING BASIS BY THE DEPARTMENT HEAD OR HIS DESIGNEE SO AS TO ELIMINATE ANY POSSIBLE FAVORITISM TO ANY PARTICULAR EMPLOYEE.

SECTION VI: A MAXIMUM OF FOUR (4) HOURS SHALL BE PAID FOR CIVIL COURT APPEARANCE OF AN OFFICER AT THE RATE OF TIME AND ONE-HALF IF DUTY RELATED.

SECTION VII: IN THE EVENT THAT AN EMPLOYEE BECOMES ENTITLED TO OVERTIME PAY, PURSUANT TO THIS ARTICLE, SAID EMPLOYEE MAY AT HIS OPTION, FOREGO THE OVERTIME PAY AND ACCEPT IN LIEU OF THE OVERTIME PAYMENT COMPENSATORY TIME AT THE RATE OF TIME AND ONE-HALF FOR EVERY HOUR WORKED WITHIN THE FOLLOWING PAY PERIOD.

## ARTICLE IX

### LIAISON

AT EITHER THE REQUEST OF THE TOWNSHIP ADMINISTRATION, OR THE POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL #237, LIAISON MEETINGS MAY BE CALLED FOR THE GOOD OF THE DEPARTMENT. THE PURPOSE OF THE ABOVE-MENTIONED MEETINGS SHALL BE TO BETTER PROMOTE HARMONIOUS EMPLOYER-EMPLOYEE RELATIONS BETWEEN ALL MEMBERS OF THE DEPARTMENT AND THE TOWNSHIP ADMINISTRATION. ALL MEMBERS OF THE POLICEMEN'S BENEVOLENT ASSOCIATION AGREE TO ATTEND SAID MEETINGS WITH NO COST OF OVERTIME OR CALL-IN TIME TO THE TOWNSHIP.

## ARTICLE X

### BULLETIN BOARD

SECTION I: THE EMPLOYER SHALL PROVIDE A BULLETIN BOARD IN A CONSPICUOUS LOCATION IN THE POLICE HEADQUARTERS FOR THE USE OF THE ASSOCIATION FOR POSTING NOTICES CONCERNING ASSOCIATION BUSINESS AND ACTIVITIES. ALL SUCH NOTICES SHALL BE POSTED ONLY UPON THE AUTHORITY OF OFFICIALLY-DESIGNATED ASSOCIATION REPRESENTATIVES. THE P.B.A. SHALL NOT POST ANY MATERIALS CONTAINING ANY PROFANE OR OBSCENE MATTER OR BE DEFAMATORY OF ANY INDIVIDUAL.

## ARTICLE XI

### SALARY

SECTION I: EFFECTIVE JANUARY 1, 1989 A FOUR (4) PERCENT (%) INCREASE ACROSS THE BOARD PER STEP SHALL BE IMPLEMENTED BY THE TOWNSHIP;

EFFECTIVE JULY 1, 1989 AN ADDITIONAL FOUR (4) PERCENT (%) INCREASE ABOVE THE JANUARY SALARY BASE SHALL BE IMPLEMENTED BY THE TOWNSHIP;

EFFECTIVE JANUARY 1, 1990 A FOUR (4) PERCENT (%) INCREASE ACROSS THE BOARD PER STEP SHALL BE IMPLEMENTED BY THE TOWNSHIP;

EFFECTIVE JULY 1, 1990 AN ADDITIONAL FOUR (4) PERCENT (%) INCREASE ABOVE THE JANUARY SALARY BASE SHALL BE IMPLEMENTED BY THE TOWNSHIP; AND

EFFECTIVE JANUARY 1, 1991 A FOUR (4) PERCENT (%) INCREASE ACROSS THE BOARD PER STEP SHALL BE IMPLEMENTED BY THE TOWNSHIP.

SERGEANTS; SALARY SHALL BE ELEVEN (11) PERCENT (%) ABOVE SALARY OF FIFTH (5TH) STEP PATROLMAN EFFECTIVE JANUARY 1, 1989.

	<u>1/1/89</u>	<u>7/1/89</u>	<u>1/1/90</u>	<u>7/1/90</u>	<u>1/1/91</u>
1ST YR PTL	17,823	18,535	19,276	20,047	20,849
2ND YR PTL	24,628	25,613	26,638	27,704	28,812
3RD YR PTL	26,389	27,445	28,543	29,685	30,872
4TH YR PTL	29,027	30,188	31,395	32,651	33,957
TOP PTL	35,185	36,592	38,056	39,578	41,161
SERGEANTS	39,055	40,617	42,242	43,932	45,689

SECTION II: OFFICERS ASSIGNED AS DETECTIVES SHALL RECEIVE, IN ADDITION TO THE AFOREMENTIONED SALARY, \$600.00 ADDED ANNUALLY TO BASE SALARY.

SECTION III: CLASSIFICATION SHALL BE ESTABLISHED BY ANNIVERSARY DATE OF OFFICER'S EMPLOYMENT WITH THE TOWNSHIP. ANNUAL INCREASES IN SALARY SHALL TAKE EFFECT AS OF OFFICERS ANNIVERSARY DATE IN PARTICULAR CLASSIFICATION.

SECTION IV: IN ACCORDANCE WITH N.J.S.A. 40A:13-137, THE TOWNSHIP AGREES TO ENACT AN ORDINANCE THAT MAY PROVIDE FOR GRANTING LEAVES OF ABSENCE WITH PAY NOT EXCEEDING ONE YEAR TO MEMBERS AND OFFICERS OF ITS POLICE DEPARTMENT AND FORCE WHO SHALL BE INJURED, ILL OR DISABLED FROM ANY CAUSE PROVIDING THAT THE EXAMINING PHYSICIAN APPOINTED BY SAID GOVERNING BODY SHALL CERTIFY SUCH INJURY.

ANY MEMBER OF THE DEPARTMENT WHO SHALL UTILIZE DISABILITY LEAVE UNDER WORKMEN'S COMPENSATION SHALL FORWARD ANY MONEY RECEIVED BY THE INSURANCE CARRIER DIRECTLY TO THE TOWNSHIP CLERK AS THE PATROLMAN SHALL BE RECEIVING HIS REGULAR SALARY.

SECTION V: IN THE EVENT ANY MEMBER OF THE P.B.A. GETS INJURED WHILE ON DUTY, SAID INJURY IS OF THE EXTENT THAT THE EMPLOYEE IS FORCED TO USE ALL WORKMEN'S COMPENSATION AND DISABILITY BENEFITS DUE HIM AND RUNS OUT OF SAME, THE MAYOR AGREES TO ALLOW THE INDIVIDUAL TO APPEAR BEFORE HIM AND ASK THE MAYOR TO GRANT FOR A MAXIMUM OF ONE YEAR 75% OF HIS ANNUAL SALARY, BASED UPON HIS INDIVIDUAL CIRCUMSTANCES. THE MAYOR RESERVES THE RIGHT TO EITHER GRANT OR DENY THE INDIVIDUAL REQUEST.

## ARTICLE XII

### LONGEVITY

SECTION I: EACH EMPLOYEE SHALL BE PAID, IN ADDITION TO HIS ANNUAL WAGE, A LONGEVITY INCREMENT BASED UPON HIS YEARS OF CONTINUING EMPLOYMENT IN THE POLICE DEPARTMENT IN ACCORDANCE WITH THE FOLLOWING:

- (a) UPON COMPLETION OF FIVE (5) YEARS OF SERVICE, \$600.00 TO BE ADDED TO BASE SALARY;
- (b) UPON COMPLETION OF TEN (10) YEARS OF SERVICE, AN ADDITIONAL \$600.00 TO BE ADDED TO BASE SALARY;
- (c) UPON COMPLETION OF FIFTEEN (15) YEARS OF SERVICE, AN ADDITIONAL \$600.00 TO BE ADDED TO BASE SALARY;
- (d) UPON COMPLETION OF TWENTY (20) YEARS OF SERVICE, AN ADDITIONAL \$600.00 TO BE ADDED TO BASE SALARY;
- (e) SAID INCREMENTS SHALL BE ADDED TO BASE PAY AND PAID ACCORDINGLY.

SECTION II: EACH OFFICER OF THE POLICE DEPARTMENT SHALL QUALIFY FOR THE LONGEVITY INCREMENT ON THE DATE OF THE ANNIVERSARY OF HIS EMPLOYMENT AND SUCH INCREMENT SHALL BE PAID FROM AND AFTER SUCH DATE.

## ARTICLE XIII

### CLOTHING

SECTION I: CLOTHING ALLOWANCE IN THE AMOUNT OF FOUR HUNDRED FIFTY DOLLARS (\$450.00) FOR EACH YEAR OF THIS AGREEMENT SHALL BE PAID TO EVERY MEMBER OF THIS UNIT FOR THE REPLACEMENT AND REPAIR OF UNIFORMS. SAID PAYMENT SHALL BE THROUGH THE ESTABLISHED VOUCHER SYSTEM AND PAID IN THE FORM OF A CHECK.

SECTION II: THE EMPLOYER SHALL PAY TO EVERY PERMANENT MEMBER THE SUM OF FOUR HUNDRED FIFTY DOLLARS (\$450.00) PER YEAR FOR THE MAINTENANCE OF UNIFORMS.

ALL UNIFORM MAINTENANCE PAYMENTS SHALL BE MADE THROUGH THE ESTABLISHED VOUCHER SYSTEM AND PAID BY CHECK.

SECTION III: OFFICERS ASSIGNED TO THE DETECTIVE DIVISION SHALL RECEIVE , IN ADDITION TO THE ABOVE, ONE HUNDRED DOLLARS (\$100.00) FOR THE PURCHASE OF CLOTHING.

SECTION IV: ALL EMPLOYEES COVERED BY THIS AGREEMENT SHALL BE ENTITLED TO AN ANNUAL ALLOWANCE FOR THE MAINTENANCE OF FIREARMS AND ALL NECESSARY BALLISTICS MATERIAL AND/OR PHYSICAL FITNESS EQUIPMENT IN THE AMOUNT OF ONE HUNDRED DOLLARS (\$100.00) TO BE PAID BY THE ESTABLISHED VOUCHER SYSTEM IN THE FORM OF A CHECK.

ALL ABOVE PAYMENTS TO BE MADE BY THE TOWNSHIP WITHIN THIRTY (30) DAYS OF THE PASSING OF THE BUDGET.

## ARTICLE XIV

### EDUCATION

SECTION I: EMPLOYER AGREES TO COMPENSATE EMPLOYEES FOR TUITION AND BOOKS FOR POLICE RELATED COURSES OR POLICE SCIENCE APPROVED CURRICULUM. PRIOR TO ENROLLMENT, THE PERMISSION OF THE TOWNSHIP ADMINISTRATION MUST BE OBTAINED AFTER RECOMMENDATION OF THE CHIEF OF POLICE.

SECTION II: OFFICER SHALL RECEIVE AN ADDITIONAL \$600.00 PER YEAR FOR ATTAINMENT OF AN ASSOCIATES DEGREE OR UPON COMPLETION (OR SUCCESSFUL COMPLETION) OF SIXTY FOUR (64) COLLEGE CREDITS.

SECTION III: OFFICERS SHALL RECEIVE AN ADDITIONAL \$850.00 FOR ATTAINMENT OF A BACHELOR'S DEGREE OR EQUIVALENT CREDITS (128).

SECTION IV: OFFICERS SHALL RECEIVE AN ADDITIONAL \$1000.00 FOR THE ATTAINMENT OF A MASTERS DEGREE.

## ARTICLE XV

### LEGAL AID

SECTION I: THE EMPLOYER WILL PROVIDE LEGAL AID TO ALL PERSONNEL COVERED BY THIS AGREEMENT IN SUITS OR OTHER LEGAL PROCEEDINGS AGAINST THEM ARISING FROM INCIDENTS IN THE LINE OF DUTY. THIS PROVISION SHALL BE IN CONFORMANCE WITH COURT DECISIONS EXPANDING OR LIMITING THE SCOPE OF SUCH REPRESENTATION AND CONSISTENT WITH STATE STATUTES NOW IN EFFECT OR HEREINAFTER ADOPTED. IN NO EVENT SHALL THE EMPLOYER BE RESPONSIBLE FOR PROVIDING LEGAL AID TO ANY PERSONNEL, IF SUCH PERSONNEL IS FOUND TO HAVE ACTED IN VIOLATION OF HIS DUTIES, RESPONSIBILITIES, CONTRACT OR ORDINANCES IN ANY DISCIPLINARY PROCEEDING OR FOUND GUILTY OF CRIMINAL ACTION IN A COURT OF COMPETENT JURISDICTION.

## ARTICLE XVI

### INSURANCE

SECTION I: THE EMPLOYER SHALL PROVIDE PERSONAL INJURY LIABILITY INSURANCE AND FALSE ARREST INSURANCE WITH COVERAGE FOR ALL EMPLOYEES WITHIN THE COURSE OF EMPLOYMENT.

SECTION II: EMPLOYER SHALL PROVIDE TO ALL EMPLOYEES COVERED BY THIS AGREEMENT AND THEIR FAMILIES AN INSURANCE PLAN EQUAL TO OR BETTER THAN 750 SERIES BLUE CROSS/BLUE SHIELD 365 DAYS' PLAN, INCLUDING RIDER "J" AND MAJOR MEDICAL BENEFITS. THE PREMIUMS SHALL BE PAID BY THE TOWNSHIP.

SECTION III: THE EMPLOYER SHALL MAINTAIN IN FULL FORCE AND EFFECT WORKMEN'S COMPENSATION INSURANCE FOR ALL MEMBERS OR EMPLOYEES OF THE POLICE DEPARTMENT.

SECTION IV: THE EMPLOYER SHALL PROVIDE AUTOMOBILE LIABILITY INSURANCE FOR ALL VEHICLES OF THE POLICE DEPARTMENT AND SHALL KEEP SAME IN EFFECT AT ALL TIMES.

SECTION V: THE EMPLOYER WILL PROVIDE TO ALL MEMBERS OF THE ASSOCIATION, EFFECTIVE JANUARY 1, 1978, A PRESCRIPTION DRUG PLAN WHICH WILL BE \$1.00 CO-PAY. THE PREMIUM FOR THE PLAN SELECTED WILL BE PAID FOR BY THE TOWNSHIP OF BERKELEY.

SECTION VI: THE TOWNSHIP SHALL PROVIDE FOR EACH MEMBER AT TOWNSHIP EXPENSE A COMPLETE FULL FAMILY COVERAGE INCLUDING ORTHODONTICS OF DENTAL HEALTH INSURANCE.

SECTION VII: IN THE EVENT OF DISABILITY, RETIREMENT OR, JUST CAUSE SEPARATION, THE TOWNSHIP SHALL ALLOW THE INDIVIDUAL MEMBER AFFECTED TO REMAIN ON/IN THE HEALTH INSURANCE PROGRAM PRESENTLY IN EFFECT AT THE TIME OF THE SIGNING OF THIS AGREEMENT AT NO COST TO THE TOWNSHIP IF PERMITTED BY THE INSURANCE CARRIER.

## ARTICLE XVII

### VACATIONS

SECTION I: EACH MEMBER OF THE ASSOCIATION WHO HAS HAD THE LENGTH OF CONTINUOUS EMPLOYMENT SPECIFIED IN THE TABLE FOLLOWING SHALL BE ENTITLED TO THE WORKING TIME SHOWN AS A VACATION WITH PAY AT HIS REGULAR RATE OF PAY.

LENGTH OF EMPLOYMENT:	VACATION TIME:
DURING THE FIRST YEAR	1 DAY PER MONTH
BEGINNING THE SECOND YEAR TO FOUR (4) COMPLETE YEARS SERVICE	12 DAYS PER YEAR
BEGINNING THE FIFTH YEAR TO NINE (9) COMPLETE YEARS OF SERVICE	18 DAYS PER YEAR
BEGINNING TEN (10) YEARS SERVICE	20 DAYS PER YEAR
BEGINNING FIFTEEN (15) YEARS OF SERVICE	25 DAYS PER YEAR
BEGINNING TWENTY FIVE (25) YEARS OF SERVICE	28 DAYS PER YEAR

JANUARY 1, 1990 ADD ONE DAY TO THE BEGINNING OF FIFTEEN (15) YEARS OF SERVICE.

ELIGIBILITY FOR VACATION SHALL BE COMPUTED AS OF THE FIRST DAY OF THE MONTH IN WHICH THE INDIVIDUAL MEMBER OF THE ASSOCIATION WAS HIRED. VACATION TIME SHALL NOT BE ACCUMULATIVE FROM YEAR TO YEAR, HOWEVER, THE TOWNSHIP ADMINISTRATION RECOGNIZES A NEED MIGHT ARISE FOR AN INDIVIDUAL TO CARRY OVER A GIVEN AMOUNT OF VACATION TIME FROM ONE YEAR TO THE NEXT. WE SHALL GRANT ANY INDIVIDUAL MEMBER AN OPPORTUNITY TO APPEAR BEFORE THE TOWNSHIP ADMINISTRATION WITH A SPECIAL REQUEST FOR THE CARRY-OVER OF A MAXIMUM OF ONE (1) YEARS VACATION UNDER SPECIFIC INDIVIDUAL CIRCUMSTANCES. THE TOWNSHIP ADMINISTRATION RESERVES THE RIGHT TO EITHER APPROVE OR DENY THE REQUEST, BASED SOLELY ON THE ADMINISTRATION'S DISCRETION.

## ARTICLE XVIII

### HOLIDAYS - EMERGENCY LEAVE

SECTION I: THE FOLLOWING SHALL BE RECOGNIZED AS HOLIDAYS:

HALF-DAY - NEW YEARS EVE	ELECTION DAY
NEW YEAR'S DAY	COLUMBUS DAY
WASHINGTON'S BIRTHDAY	VETERANS DAY
LINCOLN'S BIRTHDAY	THANKSGIVING DAY
GOOD FRIDAY	FRIDAY FOLLOWING THANKSGIVING
MEMORIAL DAY	HALF-DAY CHRISTMAS EVE
JULY 4TH (INDEPENDENCE DAY)	CHRISTMAS DAY
LABOR DAY	MARTIN LUTHER KING'S BIRTHDAY

SECTION II: THE ABOVE MENTIONED HOLIDAYS SHALL BE PAID OR THE EMPLOYEE SHALL BE COMPENSATED BY A LUMP SUM ON THE FIRST PAYDAY OF NOVEMBER.

SECTION III: EMPLOYEES SHALL BE ENTITLED TO EMERGENCY-LEAVE OF UP TO THREE (3) DAYS PER YEAR UPON RECEIPT OF PRIOR APPROVAL BY DEPARTMENT HEAD.

SECTION IV: IN THE EVENT ANY MEMBER IS SCHEDULED TO WORK ON ANY OF THE ABOVE-LISTED HOLIDAYS, HE SHALL BE PAID AT THE RATE OF TIME AND ONE-HALF FOR THE HOURS WORKED.

AFTER AN OFFICER HAS WORKED (4) HOLIDAYS HE MAY ELECT TO HAVE THE OPTION OF A COMP DAY IN LIEU OF BEING PAID 4 HRS. IN HIS BI-WEEKLY CHECK.

SECTION V: IN THE EVENT ANY MEMBER SCHEDULED TO BE OFF AND WHO IS CALLED TO DUTY ON ANY OF THE ABOVE HOLIDAYS, HE SHALL BE PAID AT THE RATE OF TWO TIMES HIS HOURLY RATE.

SECTION VI: EACH MEMBER SHALL BE ENTITLED TO THREE (3) PERSONAL LEAVE DAYS PER YEAR FOR BUSINESS WHICH NORMALLY COULD NOT BE HANDLED DURING HIS SCHEDULED WORK-SHIFT. PERSONAL LEAVE SHALL NOT BE CUMULATIVE.

## ARTICLE XIX

### BEREAVEMENT LEAVE

SECTION I: EACH EMPLOYEE MAY BE GRANTED SIX (6) DAYS LEAVE WITH PAY UPON DEATH OF A MEMBER OF HIS IMMEDIATE FAMILY. THE FIRST THREE (3) OF SAID SIX (6) SHALL BE GRANTED. THE REMAINING THREE (3) DAYS OF THE SIX (6) MAY BE GRANTED AT THE DISCRETION OF THE TOWNSHIP ADMINISTRATION. SAID DAYS SHALL NOT BE CHARGED AGAINST SICK LEAVE OR VACATION TIME. IMMEDIATE FAMILY SHALL INCLUDE SPOUSE, MOTHER, FATHER, SISTER, BROTHER, CHILDREN, MOTHER-IN-LAW, FATHER-IN-LAW, AND GRANDPARENTS OF BOTH OFFICER AND HIS SPOUSE.

SECTION II: EMPLOYEE SHALL BE GRANTED ONE (1) DAY OFF WITH PAY IN THE EVENT OF THE DEATH OF AN AUNT, UNCLE OR COUSIN OF BOTH OFFICER AND SPOUSE.

## ARTICLE XX

### TERMINATION BENEFIT

SECTION I: UPON RETIREMENT, THE TOWNSHIP AGREES TO PURCHASE BACK ALL ACCUMULATED UNUSED SICK DAYS. PAYMENT FOR SAID SICK DAYS SHALL BE IN THE FORM OF ONE PAYMENT AT THE TIME OF RETIREMENT. ALL ACCRUED VACATION, HOLIDAYS, OR SICK LEAVE OWED TO ANY PATROLMAN AT THE TIME OF HIS DEATH, WHILE IN THE EMPLOYMENT OF THE TOWNSHIP, SHALL BE PAID TO HIS BENEFICIARY OR ESTATE. PAYMENT SHALL BE COMPUTED AT THE RATE OF PAY THE OFFICER EARNS AT THE TIME OF HIS RETIREMENT OR DEATH.

OPTION: THE EMPLOYEE MAY ELECT TO HAVE HIS/HER BENEFIT PAID OUT OVER, UP TO, A FOUR (4) YEAR PERIOD. EMPLOYEE NOT TO RECEIVE MORE THAN ONE CHECK PER YEAR.

SECTION II: IF ANY OFFICER IS AFFECTED BY A REDUCTION IN FORCE (LAYOFFS), HE SHALL HAVE AT HIS OPTION EITHER ACCEPTING FULL PAYMENT FOR ALL EARNED AND ACCUMULATED BENEFITS COVERED UNDER THIS AGREEMENT OR HAVING THESE BENEFITS ACCRUE UNTIL RECALLED BY THE TOWNSHIP.

SECTION III: IF ANY INDIVIDUAL COVERED BY THIS AGREEMENT DECIDES TO VOLUNTARILY LEAVE HIS OR HER EMPLOYMENT WITH BERKELEY TOWNSHIP, THE TOWNSHIP ADMINISTRATION AGREES TO PURCHASE BACK UNUSED AND ACCUMULATED SICK DAYS, BASED UPON THE FOLLOWING SCHEDULE:

(a) IF AN INDIVIDUAL USED 10% OR LESS OF HIS ACCUMULATED SICK DAYS, THE TOWNSHIP OF BERKELEY WILL PURCHASE BACK THE BALANCE OF ALL UNUSED DAYS;

(b) IF AN INDIVIDUAL USED BETWEEN 10.1% AND 20% OF HIS TOTAL EARNED SICK DAYS, THE TOWNSHIP ADMINISTRATION AGREES TO PURCHASE BACK 75% OF THE REMAINING UNUSED DAYS;

(c) IF AN INDIVIDUAL USED BETWEEN 20.1% AND 30% OF HIS TOTAL EARNED SICK DAYS, THE TOWNSHIP ADMINISTRATION AGREES TO PURCHASE BACK 50% OF THE REMAINING UNUSED DAYS.

(d) IF AN INDIVIDUAL USED BETWEEN 30.1% AND 40% OF HIS TOTAL EARNED SICK DAYS, THE TOWNSHIP ADMINISTRATION AGREES TO PURCHASE BACK 25% OF THE REMAINING UNUSED DAYS.

(e) IF AN INDIVIDUAL USED BETWEEN 40.1% AND 50% OF HIS TOTAL EARNED SICK DAYS, THE TOWNSHIP ADMINISTRATION AGREES TO PURCHASE BACK 10% OF THE REMAINING UNUSED DAYS.

(f) IF AN INDIVIDUAL HAS USED OVER 50.1%, THE TOWNSHIP ADMINISTRATION WILL NOT PURCHASE BACK ANY UNUSED SICK DAYS.



SECTION IV: FOR THE PURPOSE OF THIS ARTICLE, SICK LEAVE MAY BE EARNED BY AN EMPLOYEE ON THE FOLLOWING BASIS:

(a) DURING HIS OR HER FIRST YEAR OF EMPLOYMENT, THE INDIVIDUAL EMPLOYEE EARNS ONE DAY PER MONTH OF HIS EMPLOYMENT;

(b) FROM THE SECOND YEAR ON, THE INDIVIDUAL EARNS 1.25 DAYS PER MONTH OF HIS EMPLOYMENT.

SECTION V: THIS ARTICLE DOES NOT APPLY TO ANY INDIVIDUAL WHO LEAVES THE EMPLOY OF BERKELEY TOWNSHIP BECAUSE OF DISCIPLINARY PROCEDURE FILED AGAINST HIM. DISCIPLINE SHALL BE DEFINED AS PUBLISHED IN R.S. TITLE II (CIVIL SERVICE).

## ARTICLE XXI

### GRIEVANCE PROCEDURE

SECTION I: A GRIEVANCE SHALL BE A COMPLAINT ARISING OUT OF INTERPRETATION, APPLICATION, OR VIOLATIONS OF POLICIES, AGREEMENTS AND ADMINISTRATIVE DECISIONS AFFECTING HIM.

SECTION II: NO GRIEVANCE CAN BE INSTITUTED BY ANY EMPLOYEE AFTER THIRTY (30) DAYS OF THE ALLEGED INCIDENT'S OCCURRENCE.

SECTION III: IF, AT ANY STEP IN THE GRIEVANCE PROCEDURE, MANAGEMENT'S DECISION IS NOT APPEALED WITHIN THE APPROPRIATE PRESCRIBED TIME, SUCH GRIEVANCE WILL BE CONSIDERED CLOSED, AND THERE SHALL BE NO FURTHER APPEAL OR REVIEW.

#### SECTION IV: GRIEVANCE STEPS:

STEP I: THE PRESIDENT OF THE ASSOCIATION OR HIS DULY-AUTHORIZED AND DESIGNATED REPRESENTATIVE SHALL PRESENT IN WRITING THE GRIEVANCE OR GRIEVANCES TO THE CAPTAIN OR HIS DULY-DESIGNATED REPRESENTATIVE. THE CAPTAIN SHALL ANSWER THE GRIEVANCE IN WRITING WITHIN THREE (3) WORKING DAYS.

STEP II: IF THE GRIEVANCE IS NOT RESOLVED AT STEP I, OR IF NO ANSWER HAS BEEN RECEIVED BY THE ASSOCIATION WITHIN THE TIME SET FORTH IN STEP I, THE ASSOCIATION SHALL PRESENT THE GRIEVANCE IN WRITING TO THE CHIEF OF POLICE WITHIN THREE (3) WORKING DAYS OF RECEIPT OF THE STEP I ANSWER. THIS PRESENTATION SHALL SET FORTH THE POSITION OF THE ASSOCIATION, AND AT THE REQUEST OF EITHER PARTY, DISCUSSION MAY ENSUE. THE CHIEF OF POLICE SHALL ANSWER THE GRIEVANCE IN WRITING WITHIN FIVE (5) WORKING DAYS AFTER RECEIPT OF THE GRIEVANCE, SETTING FORTH THE POSITION OF THE EMPLOYER.

STEP III: IF THE GRIEVANCE IS NOT RESOLVED AT STEP II, OR NO ANSWER HAS BEEN RECEIVED BY THE ASSOCIATION WITHIN THE TIME SET FORTH IN STEP II, THE GRIEVANCE MAY BE PRESENTED IN WRITING WITHIN THREE (3) WORKING DAYS AFTER RECEIPT OF THE STEP II DECISION TO THE MAYOR. THE FINAL DECISION OF THE MAYOR SHALL BE GIVEN TO THE ASSOCIATION IN WRITING WITHIN TWENTY-ONE (21) DAYS AFTER RECEIPT OF THE GRIEVANCE BY THE MAYOR.

STEP IV: IF THE GRIEVANCE HAS NOT BEEN SETTLED BY THE PARTIES AT STEP III OF THE GRIEVANCE PROCEDURE OR IF NO ANSWER IN WRITING BY THE MAYOR HAS BEEN RECEIVED BY THE ASSOCIATION WITHIN THE TIME PROVIDED IN STEP III, THE ASSOCIATION MAY DEMAND ARBITRATION OF THE GRIEVANCE WITHIN THIRTY (30) DAYS AS SET FORTH IN ARTICLE XIV, ENTITLED ARBITRATION, HEREINAFTER SET FORTH.

SECTION V: NOTHING HEREIN IS INTENDED TO DENY ANY EMPLOYEE THE RIGHT OF APPEAL AS EXPRESSLY GRANTED IN TITLE 40A OF THE REVISED NEW JERSEY STATUTES.

## ARTICLE XXII

### ARBITRATION

SECTION I: IF A GRIEVANCE IS NOT SETTLED UNDER ARTICLE XXI, SUCH GRIEVANCE SHALL, AT THE REQUEST OF THE ASSOCIATION OR THE EMPLOYER, BE REFERRED TO THE PUBLIC EMPLOYMENT RELATIONS COMMISSION OR THE A.A.A. FOR THE SELECTION OF AN ARBITRATOR IN ACCORDANCE WITH THEIR RULES.

SECTION II: ALL SUBMISSIONS TO ARBITRATION MUST BE MADE WITHIN THIRTY (30) DAYS.

SECTION III: THE ARBITRATOR SHALL NOT HAVE THE POWER TO ADD TO, SUBTRACT FROM OR MODIFY THE PROVISIONS OF THIS AGREEMENT OR LAWS OF THE STATE. HE SHALL CONFINE HIS DECISION SOLELY TO THE INTERPRETATION AND APPLICATION OF THIS AGREEMENT. THE DECISION OR AWARD OF THE ARBITRATOR SHALL BE FINAL AND BINDING CONSISTENT WITH APPLICABLE LAW AND THIS AGREEMENT IN WRITING WITH REASONS FOR HIS DECISION. THE ARBITRATOR MAY PRESCRIBE AN APPROPRIATE BACK-PAY REMEDY WHEN HE FINDS A VIOLATION OF THIS AGREEMENT, PROVIDED SUCH REMEDY IS PERMITTED BY LAW AND IS CONSISTENT WITH THE TERMS OF THIS AGREEMENT. THE FEES AND EXPENSES OF THE ARBITRATOR AND RECORDING OF THE PROCEDURE SHALL BE DIVIDED EQUALLY BETWEEN THE PARTIES. ANY OTHER COST OF THIS PROCEEDING SHALL BE BORNE BY THE PARTY INCURRING THE COST.

SECTION IV: ADVANCED STEP FILING:  
IN THE EVENT A GRIEVANCE AFFECTS MORE THAN ONE PATROLMAN, OR ANY CLASS OF PATROLMAN OR MEMBERS, THEN THE GRIEVANCE SHALL COMMENCE DIRECTLY AT LEVEL THREE BY THE P.B.A..

SECTION V: JURISDICTION CLAUSE:  
IN THE ATTEMPT TO EXPEDITE ALL GRIEVANCES FILED BY EITHER THE P.B.A. OR ANY INDIVIDUAL MEMBER OR CLASS OF MEMBERS OR ALL THREE, EACH GRIEVANCE SHALL BE FILED AT THE LEVEL OF COMPETENT JURISDICTION IN WHICH THE RELIEF SOUGHT MAY BE AWARDED.

## ARTICLE XXIII

### EMPLOYEE RIGHTS

SECTION I: IT IS AGREED BY THE PARTIES THAT A MINIMUM OF THREE (3) DAYS NOTICE BE GIVEN TO ALL OFFICERS PRIOR TO THE EFFECTIVE DATE OF A GENERAL ORDER.

SECTION II: ANY EMPLOYEE SHALL HAVE THE RIGHT TO HAVE A P.B.A. REPRESENTATIVE TO ACCOMPANY HIM IN ALL DISCIPLINARY PROCEDURES FILED AGAINST HIM BY THE DEPARTMENT OR THE TOWNSHIP.

SECTION III: IF AN EMPLOYEE HAS ON FILE A DISCIPLINARY ACTION AGAINST HIM AND IF SAID EMPLOYEE HAS NO OTHER DISCIPLINARY ACTIONS FILED AGAINST HIM FOR A PERIOD OF TWO (2) YEARS FROM DATE OF INCIDENT, THE TOWNSHIP ADMINISTRATION AGREES TO REMOVE FROM THE EMPLOYEE'S PERSONNEL FILE THE ORIGINAL DISCIPLINARY FINDINGS AGAINST SAID EMPLOYEE.

SECTION IV: BOTH PARTIES AGREE THAT SPECIAL POLICE OFFICERS SHALL NOT BE UTILIZED FOR REPLACEMENT OF REGULAR OFFICER'S DUTIES.

SECTION V: THE TOWNSHIP ADMINISTRATION AGREES THAT TEMPORARY ASSIGNMENTS SHALL NOT EXCEED A PERIOD OF SIXTY (60) DAYS.

SECTION VI: ALL DISCIPLINARY PROCEEDINGS FILED AGAINST ANY EMPLOYEE BY THE DEPARTMENT OR THE TOWNSHIP SHALL ONLY BE FOR JUST CAUSE AND IN ACCORDANCE WITH R.S. TITLE II (CIVIL SERVICE). ANY DISCIPLINARY ACTION ASSERTED BY THE CHIEF OF POLICE OR HIS DESIGNEE SHALL BE SUBJECT TO THE GRIEVANCE PROCEDURE CONTAINED HEREIN.

SECTION VII: EACH EMPLOYEE HAS THE RIGHT TO REVIEW HIS PERSONNEL FOLDER. ALL REQUESTS FOR REVIEW SHALL BE SUBMITTED IN WRITING TO THE CHIEF OF POLICE AND WILL BE HONORED WITHIN THREE (3) DAYS OF THE RECEIPT OF THE INDIVIDUAL'S REQUEST. ALL MATERIALS CONTAINED IN THE INDIVIDUAL'S PERSONNEL FOLDER WILL BE OPEN TO EXAMINATION EXCEPT SUCH MATERIAL WHICH BY LEGISLATION IS CONSIDERED TO BE OF A CONFIDENTIAL NATURE AND NOT TO BE RELEASED BY THE EMPLOYER.

SECTION VIII: THE TOWNSHIP SHALL PROVIDE TRANSPORTATION TO SCHOOLS AND OTHER DEPARTMENTAL FUNCTIONS WHICH OFFICERS ARE SENT ON. IF NO VEHICLE IS AVAILABLE, A MILEAGE AMOUNT OR GAS WILL BE PROVIDED.

SECTION IX: THE TOWNSHIP AGREES TO SUPPLY LOCKERS FOR ITS EMPLOYEE'S USE TO SECURE TOWNSHIP EQUIPMENT ISSUED TO EMPLOYEES.

SECTION X: THE TOWNSHIP AGREES TO DEDUCT FROM THE SALARIES OF ITS EMPLOYEES DUES FOR THE P.B.A.. SUCH DEDUCTION SHALL BE MADE IN COMPLIANCE WITH CHAPTER 310 OF THE PUBLIC LAWS OF N.J. 1967 -N.J.S.A. (52-14-159E) AS AMENDED.

SAID MONIES, TOGETHER WITH RECORDS OF ANY CORRECTIONS, SHALL BE TRANSMITTED TO THE P.B.A. TREASURER. IT IS HEREBY AGREED THAT THE DUES DEDUCTIONS FOR ANY EMPLOYEE IN THE ASSOCIATION SHALL BE LIMITED TO LOCAL #237 OF N.J.P.B.A., THE DULY-CERTIFIED MAJORITY REPRESENTATIVE.

SECTION XI: IN ACCORDANCE WITH THE PROVISIONS OF CHAPTER 477, P.L. 1979, N.J., THE TOWNSHIP AND P.B.A. AGREE TO ABIDE BY THE PROVISIONS OF THE AGENCY SHOP FEE OF 85% OF THE UNIFIED DUES FOR NON-MEMBERS OF THE P.B.A..

#### ARTICLE XXIV

##### MANAGEMENT RIGHTS

BERKELEY TOWNSHIP RETAINS AND MAY EXERCISE ALL RIGHTS, POWERS, DUTIES, AUTHORITY AND RESPONSIBILITIES CONFERRED UPON AND VESTED IN THEM BY THE LAWS AND CONSTITUTIONS OF THE STATE OF NEW JERSEY AND OF THE UNITED STATES OF AMERICA.

EXCEPT AS SPECIFICALLY ABRIDGED, LIMITED OR MODIFIED BY THE TERMS OF THE AGREEMENT BETWEEN BERKELEY TOWNSHIP AND THE P.B.A. AND CHAPTER 303, L. 1968 ON SUCH RIGHTS, POWERS, AUTHORITY, PREROGATIVES OF MANAGEMENT AND RESPONSIBILITY TO ENFORCE REASONABLE RULES AND REGULATIONS GOVERNING THE CONDUCT AND THE ACTIVITIES OF EMPLOYEES ARE RETAINED BY THE TWP. OF BERKELEY.

#### ARTICLE XXV

##### SAVINGS CLAUSE

SECTION I: IN THE EVENT THAT ANY FEDERAL OR STATE LEGISLATION, GOVERNMENTAL REGULATION OR COURT DECISION CAUSE INVALIDATION OF ANY ARTICLE OR SECTION OF THIS AGREEMENT, ALL OTHER ARTICLES OR SECTIONS SHALL NOT BE SO-INVALIDATED AND SHALL REMAIN IN FULL FORCE AND EFFECT.

## ARTICLE XXVI

### EMPLOYEE SENIORITY

SECTION I: SENIORITY IS TO BE DETERMINED BY DATE OF PERMANENT APPOINTMENT, AS PER CIVIL SERVICE CLASSIFICATION. IN THE EVENT TWO INDIVIDUALS HAVING THE SAME DATE OF PERMANENT EMPLOYMENT PER CIVIL SERVICE, THE INDIVIDUAL POSITION ON THE HIRING-LIST SHALL BE THE DETERMINING FACTOR.

SECTION II: SENIORITY WILL BE CONSIDERED AS IT PERTAINS TO VACATIONS, REGULAR DAYS OFF AND REASSIGNMENTS. THE P.B.A. RECOGNIZES THE OPERATIONAL EFFECTIVENESS OF THE DEPARTMENT SHALL NOT BE IMPAIRED.

## ARTICLE XXVII

### DISCIPLINE

ALL DISCIPLINE OF SERGEANTS AND PATROLMEN SHALL BE SUBJECT TO THE FOLLOWING PROCEDURE:

PROGRESSIVE DISCIPLINE SHALL BE DEFINED AS FOLLOWS:

- 1) WARNING;
- 2) WRITTEN REPRIMAND;
- 3) DOCKING;
- 4) INCREMENT WITHHOLDING;
- 5) DISCHARGE.

ANY ACTION BY THE TOWNSHIP ADMINISTRATION OR CHIEF OF POLICE OR ANY DESIGNEE SHALL BE SUBJECT TO THE GRIEVANCE PROCEDURE HEREIN. THE TOWNSHIP AND THE P.B.A. AGREE THAT ABUSE OF SICK-LEAVE SHALL RESULT IN DISCIPLINE PROCEEDINGS.

#### ARTICLE XXVIII

EFFECTIVE JANUARY 1, 1990: THE TOWNSHIP AGREES TO PROVIDE UPON RETIREMENT FULL MEDICAL BENEFITS TO EMPLOYEES WHO RETIRE UNDER PROVISIONS SET FORTH BY N.J. POLICE AND FIRE PENSION STATUTES, SAID BENEFITS SHALL BE AT LEAST EQUAL TO THOSE ENJOYED BY THE EMPLOYEES AND COST OF BENEFIT SHALL BE BORNE BY THE TOWNSHIP. IT IS FURTHER UNDERSTOOD THAT REGULAR RETIREMENT IS 25 YEARS AND THAT BENEFIT SHALL BE EXTENDED TO DISABILITY RETIREMENT APPROVED BY THE PENSION SYSTEM.

DENTAL PLAN: DURING THE FIRST HALF OF 1989 THE TOWNSHIP AGREES TO SECURE A PREMIUM DENTAL PLAN WHICH ANY COSTS INCURRED BETWEEN THE PRESENT COST OF THE PLAN NOW IN EFFECT AND THE PREMIUM PLAN SHALL BE BORNE BY THE EMPLOYEE, SHOULD HE/SHE ELECT TO BECOME PART OF SAID PLAN. IT IS UNDERSTOOD THAT THERE MAY BE A MINIMUM NUMBER OF EMPLOYEES THAT WILL BE NEEDED TO ENTER SAID PLAN AND SHOULD THIS NUMBER NOT BE MET THE ASSOCIATION AGREES TO HOLD THE TOWNSHIP HARMLESS.

NON-ECONOMIC ISSUES: TO CONFORM WITH AGREEMENTS REACHED WITH REPRESENTATIVES OF THE CHIEF OF POLICE ON JANUARY 6, 1989.

REOPENER CLAUSE: THE TOWNSHIP AND THE ASSOCIATION AGREE TO HOLD FURTHER NEGOTIATIONS ON THE BELOW--LISTED ITEMS, TO BEGIN WITH IN THE FIRST QUARTER OF 1990: DIFFERENTIALS--SERGEANT AND SHIFTS. PERSONAL DAYS. ANY OTHER VACATION BENEFIT.

ALL ARTICLES OR SECTIONS NOT ADDRESSED IN THE MEMORANDUM SHALL REMAIN THE SAME AS IN THE PRECEEDING CONTRACT BETWEEN THE PARTIES.

#### ARTICLE XXIX

THE TOWNSHIP AGREES THAT ALL POLICE OFFICERS SHALL BE PERMITTED TO RENDER POLICE RELATED SERVICES REGARDING OUTSIDE EMPLOYMENT ACTIVITIES WITHIN THE TOWNSHIP'S BOUNDARIES, AND ON PUBLIC AND QUASI-PUBLIC LANDS. THESE POLICE OFFICERS SHALL BE PERMITTED TO WEAR TOWNSHIP POLICE UNIFORMS AND TO UTILIZE ALL TOWNSHIP ISSUED POLICE EQUIPMENT, INCLUDING WEAPONS, RADIOS, VEHICLES AND OTHER EQUIPMENT, SUBJECT TO AVAILABILITY AND WITH THE CHIEFS APPROVAL, IN THE PERFORMANCE OF THESE ACTIVITIES.

IF IT IS DETERMINED THAT COMPENSATION FOR THE PERFORMANCE OF SAID OUTSIDE EMPLOYMENT RESPONSIBILITIES MUST BE PROVIDED THROUGH THE TOWNSHIP POLICE DEPARTMENT AS THE RESULT OF COURT DECISIONS OR THE IMPLEMENTATION OF EXISTING STATUTES GOVERNING THE EMPLOYMENT OF PRIVATE DETECTIVES, THIS CONTRACT PROVISION WILL BE SUBJECT TO A CONTRACT REOPENER FOR THE PURPOSE OF MODIFYING THIS ARTICLE TO COMPORT WITH SAID DECISION OR STATUTE.

ARTICLE XXIX  
(CONTINUED)

IT IS UNDERSTOOD THAT THE TWP. WILL NOT BE LIABLE TO MAKE UP THE DIFFERENCE, ABOVE COMPENSATION PAID BY A "OUTSIDE EMPLOYER", TO BRING A OFFICERS PAY TO 100% of regular pay when a disability occurs while performing the outside employment.

ARTICLE XXX

DURATION

SECTION I: THIS AGREEMENT SHALL BECOME EFFECTIVE AS OF JANUARY 1, 1989 AND SHALL CONTINUE IN FORCE AND EFFECT UNTIL JUNE 30, 1991.

SECTION II: IN THE ABSENCE OF WRITTEN NOTICE GIVEN AT LEAST THIRTY (30) DAYS PRIOR TO THE EXPIRATION DATE OF THIS AGREEMENT BY EITHER PARTY TO THE OTHER OF INTENTION TO TERMINATE, THIS AGREEMENT SHALL AUTOMATICALLY BE RENEWED FOR A PERIOD OF ANOTHER YEAR, AND FROM YEAR TO YEAR THEREAFTER UNTIL SUCH TIME AS THIRTY (30) DAYS NOTICE IS GIVEN PRIOR TO THE ANNUAL EXPIRATION DATE. IT IS UNDERSTOOD THAT IF THE P.B.A. SEEKS A SUCCESSOR AGREEMENT THAT THIS AGREEMENT SHALL REMAIN IN FULL FORCE UNTIL SAID AGREEMENT HAS BEEN REACHED.

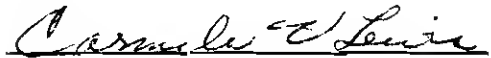


IN WITNESS WHEREOF, THE PARTIES HERETO HAVE GEREUNTO SET  
THEIR HANDS AND SEALS TO THIS AGREEMENT THROUGH THEIR AUTHORIZED  
REPRESENTATIVES

THIS                      DAY OF                      , 1989.

ATTEST:

TOWNSHIP OF BERKELEY



CARMELA V. LEWIS TWP. CLERK



KENNETH J. LEAKE, MAYOR

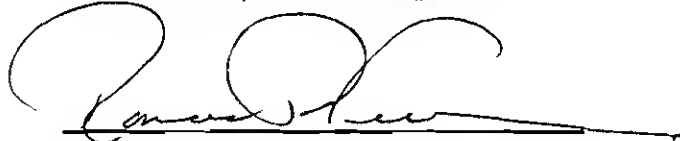
SIGNED IN THE PRESENCE OF:



WITNESS



DAVID H. VAN ZANDT  
PRESIDENT, P.B.A. #237



RONALD R. VILLANO  
LABOR RELATIONS CONSULTANTS

\_\_\_\_\_  
WITNESS